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SKILLS AND EXPERIENCE

- Successful teams leadership and development
 - Sustainable standards,
 - Consistent accountability
 - Succession planning
 - Bench strength development
 - Empowerment, and opportunities for growth
- Exceptional problem solving and teamwork ability exercised in:
 - Process standardization
 - Around-the-clock support for a wide range of processes, people, and machines
 - Startup management
 - Daily operational management
 - Team efforts in the development and implementation of varied initiatives
 - Training and human development
- Responsibilities for change efforts and projects with varied work groups
- Managed project development, justification, and commissioning of several multi-million dollar projects
- Have led or participated in over 30 Kaizen or Rapid Improvement events
 - Events on waste reduction
 - Efficiency improvement
 - Process improvement
 - 5s events
 - Brown Paper
- Managed project efforts to standardize quality, and process improvements focused on measurable results
- Ability to work with, and relate to all levels of an organization, from CEO, facility management, to the shop floor
- Developed, delivered, and managed employee training and certifications
- A focus on A3 thinking, and root cause analysis
- Focus on value added vs nonvalue added activities and their identification

WORK EXPERIENCE

BUSINESS PROCESS CONSULTANT

Forseti Solutions *International*

2023 – Present

- ❖ Provide project support
- ❖ Developed process and procedures with customers
- ❖ Leading process, individual, and product improvements efforts
- ❖ Develop training materials for all level of employee
- ❖ Managed projects focused on improving ERP use
- ❖ Identify and document process and information flow

CORPORATE CONTINUOUS IMPROVEMENT MANAGER

Idahoan Foods *Idaho Falls Idaho*

2023 – 2025

- ❖ Facilitated continuous improvement events
- ❖ Overseeing corporate continuous improvement efforts
- ❖ Established root cause standards for problem solving in the company
- ❖ Leading process, individual, and product improvements efforts
- ❖ Developing training materials for all level of employee
- ❖ Managed projects focused on improving OEE and reducing costs
- ❖ Developed project chartering process
- ❖ Lead process efficiency evaluations, improvements, and standardizations for improved efficiency

SENIOR TRAINING AND HUMAN DEVELOPMENT MANAGER

Basic American Foods *Blackfoot Idaho*

2022 – 2023

- ❖ Worked varied organizational functions to determine needs and largest opportunities
- ❖ Used A3 Thinking to identify gaps in training and human development areas and to develop solutions
- ❖ Built and enacted a process knowledge format, including flow diagrams, basic knowledge through advanced knowledges
- ❖ Implemented a knowledge and behavior auditing system that included subject mater review, training methods, interviews, and observations
- ❖ Managed a team of Training Coordinators
- ❖ Established A3 thinking as a standard for problem solving in the company
- ❖ Developing training materials for all level of employee
- ❖ Delivered training in many formats to meet the needs of the participants
- ❖ Delivering process, leadership, and continuous improvement training for all levels of employee
- ❖ Use technical writing skills to developer SOP, BIP, Job Aids, One Point Lessons, and other materials

CORPORATE PROCESS ENGINEERING AND CONTINUOUS IMPROVEMENT MANAGER

Basic American Foods

Blackfoot Idaho

2018 – 2022

- ❖ Red Zone Implementation
- ❖ Facilitated and trained employees through a lean transformation with SIMPLER consulting
- ❖ Setting organization standards for documentation, and knowledge management
- ❖ Initiating company six sigma training and related project efforts
- ❖ Overseeing corporate continuous improvement efforts
- ❖ Established A3 thinking as a standard for problem solving in the company
- ❖ Leading process, individual, and product improvements efforts
- ❖ Developing training materials for all level of employee
- ❖ Delivering process, leadership, and continuous improvement training for all levels of employee
- ❖ Developing a Process Engineering and continuous improvement team from the ground up
- ❖ Lead process efficiency evaluations, improvements, and standardizations for improved efficiency

START-UP MANAGER Basic American Foods

Blackfoot Idaho

2019 – 2021

- ❖ Managing the companies CQV (project startup) activities
- ❖ Managing the delivery of multi-function startup milestones
- ❖ Around the clock support for production personnel
- ❖ Creation of process narratives, employee training, and SOPs for the project
- ❖ Successfully led efforts to reach promised throughput targets
- ❖ Redesign of portions of project that did not meet needs
- ❖ Managed daily update, shutdown, project review, and report out meetings
- ❖ On the floor troubleshooting and problem resolution

ERP SUBJECT MANAGER EXPERT Basic American Foods

Blackfoot Idaho

2018 – 2019

- ❖ Organizing team events and managing team discussions
- ❖ Design of company practices and system functionality to meet ERP system abilities
- ❖ Meeting with and evaluating the needs of each stake holder
- ❖ Developing the companies project management system
 - Evaluating the financial process, resource capabilities, and need support
- ❖ Training of end users on all functionality of the system
- ❖ Continued support

SENIOR OPERATIONS MANAGER Basic American Foods

Rexburg Idaho

2014 – 2018

- ❖ Managed and lead team members through many changes in management philosophy, and performance expectations
- ❖ Interim Plant Manager for 9 months
- ❖ Trained in crucial conversations
- ❖ Developed the Team Leader role and Shift Manager role to better operate the lines, and develop people
- ❖ Managed Model Line, rapid improvement (A-Team) efforts through process improvement tools
- ❖ Involved in developing and implementing company standards with direct reports (120)
- ❖ Dealt with quality issues and resolution of customer complaints for several process
- ❖ Implemented new technologies such as Historian, Data Tracers, Control plans, SPC, Process auditing...
- ❖ Research, justification, and development of proposed improvement projects
- ❖ Implement measurements and systems for productivity, and efficiency improvements
- ❖ Developed alternatives for improving business strategy and manufacturing processes
- ❖ Use Lean Manufacturing principles to improve manufacturing processes and eliminate waste
- ❖ Development of Bench strength system to recognize and develop talent to be prepared for current and future roles
- ❖ Constant coaching of direct reports on interpersonal, leadership, management, and other skills
- ❖ Development of accountability process that was used to consistently evaluate the situation, and take action

PROCESS ENGINEER McCain Foods

North America multiple locations

2006 – 2014

- ❖ Manage the commissioning and validation of new equipment upgrades and installations
- ❖ Involved in developing and implementing company global standards and initiatives
- ❖ Dealt with quality issues and resolution of customer complaints
- ❖ Developed SOPs, technical training, and process narratives for business and manufacturing processes
- ❖ Research, justification, and development of proposed improvement projects
- ❖ Implement measurements systems for productivity, and efficiency improvements
- ❖ Developed alternatives for improving business strategy and manufacturing processes
- ❖ Use Lean Manufacturing principles to improve manufacturing processes
- ❖ Heavily involved in root cause analysis of varied issues

OPERATIONS SPECIALIST Birch Creek Millworks Terreton, Idaho / Lockwood Mfg Store Rexburg, Idaho

2004 – 2006

- ❖ Created a system for inventory control, warehouse organization, and order fulfillment
- ❖ Implemented measurements for productivity, efficiency, and data flow
- ❖ Used Lean Manufacturing principles to improve manufacturing processes
- ❖ Maintained website and business networks
- ❖ Designed manufacturing process flow and warehouse layouts

- ❖ Dealt with and resolved conflicts with employees
- ❖ Managed contracts for customers such as FRITO LAY and P&G
- ❖ Frequently met face-to-face with customers and suppliers
- ❖ Tracked customer orders from order placement to shipping, ensuring satisfaction
- ❖ Dealt with quality issues and resolution of customer complaints
- ❖ Developed procedures for business and manufacturing processes
- ❖ Prepared daily production schedule for 6 product lines
- ❖ Created a system for inventory control, organized warehouse and order tracking
- ❖ Researched and evaluated staffing requirements for 400 employee operation
- ❖ Used Lean Manufacturing principles to improve manufacturing processes

YOUTH COACH AND CLUB DIRECTOR *East Idaho*

2014- Present

- ❖ Work with community youth on sports skills
- ❖ Training on life skills, and coaching for self-confidence, while providing a vision of future potential
- ❖ Parent and Athlete conflict resolution toward a positive outcome
- ❖ Club funds management
- ❖ Schedule creation
- ❖ Voluntary involvement with year-round events
- ❖ Constant and consistent communication with involved individuals

EDUCATIONAL ATTAINMENTS

- ❖ **MBA. MASTERS OF BUSINESS ADMINISTRATION** **2006**
(EMPHASIS IN ORGANIZATIONAL BEHAVIOR)
Idaho STATE UNIVERSITY – Pocatello, Idaho
- ❖ **B.S. DEGREE MANUFACTURING ENGINEERING AND TECHNOLOGY** **2001**
MINOR IN BUSINESS - Brigham Young University – *Provo, Utah*
- ❖ **ASSOC. DEGREE MANUFACTURING ENGINEERING AND TECHNOLOGY** **1999**
- ❖ **ASSOC. DEGREE GENERAL STUDIES ARTS AND SCIENCES** **1999**
Ricks College – Rexburg, Idaho

CERTIFICATIONS AND TRAINING

- ❖ Certification in Lean Manufacturing **2003**
- ❖ Certified Achieve Global / Zenger Miller Corporate Trainer **2003**
- ❖ Crucial Conversations **2016**
- ❖ Situational Leadership Training **2017**
- ❖ Workforce OSHA 10-Hour Training **2018**
- ❖ Certified in IFS focused on Project Management **2024**
- ❖ Lean Six Sigma Green Belt